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Washington, D.C. 20231

SERIAL NO. 09/895,977

IBM DOCKET NO. AUS920010235US1

DATE: August 1, 2005

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FROM: Joseph T. Van Leeuwen
Van Leeuwen & Van Leeuwen
Registered Patent Attorneys
6123 Pebble Garden Court
Austin, Texas 78739
Tel No: 512-301-6738
Fax No: 512-301-6742

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Docket No. AUS920010235US1

Serial No. 09/895,977

Atty: LAV / JVL

Applicant: Calderaro, et al.

☒ Transmittal Letter (2 copies)

☒ Certificate of Facsimile

☐ Amendment (☐ pages)

☐ Notice of Appeal

☐ Amendment AF

☐ Appeal Brief (3 copies)

☐ Ext. of Time

☐ Reply Brief

☒ IDS Statement

☐ Change of Address

☒ Form PTO-1449 (Modified)

☐ Other _____

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Fees: Amendment _____ Notice of Appeal _____ Appeal Brief _____ Other \$0.00

Any Ref. No. 1029

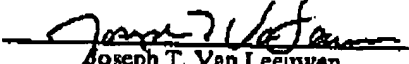
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| I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below. | |
|  Joseph T. Van Leeuwen | Date <u>8/1/05</u> |

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Organizational Risk Based On Personnel Planning Factors

Enclosed are:

- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 5 references;
- ☒ copies of any non-U.S. Patent references listed on form 1449.


37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. A duplicate copy of this sheet is enclosed.

- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.

- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By 
Joseph T. Van Leeuwen
Attorney for Applicant
Registration No. 44,383
Telephone: (512) 301-6738
Facsimile: (512) 301-6742

Atty Ref. No. 1029

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DATE: August 1, 2005

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

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|-------------------------------------|--|
| In re application of: | : Group Art Unit: 2163 |
| Calderaro, et. al. | : Intellectual Property Law Department |
| Serial No.: 09/895,977 | : International Business |
| Filed: June 29, 2001 | : Machines Corporation |
| Title: <u>System and Method for</u> | : Intellectual Property Law Dept. |
| <u>Organizational Risk Based On</u> | : 11400 Burnet Road |
| <u>Personnel Planning Factors</u> | : Austin, Texas 78758 |

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INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231


Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By 
Joseph T. Van Leeuwen
Van Leeuwen & Van Leeuwen
Attorneys for Applicant
Registration No. 44,383
Telephone: (512) 301-6738
Facsimile: (512) 301-6742

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Page 1 of 1

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In Place of FORM PTO-1449 (Modified)

Serial No. 02/895,977Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 2163Atty. Docket No. AUS92001023US1**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT****U.S. PATENT DOCUMENTS**

| Examiner Initial | Document Number | Date | Name | Classification Class / Subclass | Filing Date if Appropriate |
|---------------------|--------------------|---------|-------------------|------------------------------------|-------------------------------|
| _____ | AA 6,338,042 | 01-2002 | Paizis, James N. | 705/11 | |
| _____ | AB 6,754,874 | 06-2004 | Richman, Ira S. | 715/507 | |
| _____ | AC 5,819,231 | 10-1998 | Tremaine, John L. | 705/7 | |
| _____ | AD 6,269,355 | 07-2001 | Grimae et al. | 706/46 | |
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| _____ | AH | | | | |
| _____ | AI | | | | |
| _____ | AJ | | | | |
| _____ | AK | | | | |
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FOREIGN PATENT DOCUMENTS

| Examiner Initial | Document Number | Date | Country | Classification | Translation Yes No |
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| _____ | AM | | | | |
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OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)Examiner
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